

Inclusive Apprenticeships “The Hidden Secret”



Essex County Council

Pathways to Employment



Social Enterprise

A paid job in a community based business for people with more complex need



Supported Internship

A structured study programme to equip young people with the skills they need for work through learning in the workplace



Traineeship

An education and training programme with a high-quality unpaid work experience placement at its core



Inclusive Apprenticeship

A flexible, bespoke "earn while you learn" programme designed for those with a recognised learning difficulty or disability

Inclusive Apprenticeships Introduction

Inclusive Apprenticeships are flexible, bespoke earn while you learn programmes designed for those with recognised learning difficulties/disabilities

- All age approach
- Must currently/previously held an EHCP/LDA/SEN to access an Inclusive Apprenticeship
- Must be at Entry Level 3 in maths and English to access a Level 2 standard. To access a Level 3 apprenticeship, the individual must have achieved a Level 2 in maths and English
- The hours and duration of the apprenticeship can be adjusted if agreed by both employer and individual (ECC example)
- Individuals to be able to work a minimum of 15 hours per week

Best Practice for Individuals

At Essex County Council we are collaborating with training providers to ensure a robust screening process to ensure readiness for this pathway to employment.

Our expectation is for individuals to have experienced the following:

Careers exploration to identify required skills and talents through IAG and Vocational Profiling

Undertaken a work placement within vocational area prior to starting an Inclusive Apprenticeship

Gained an understanding of Inclusive Apprenticeships as a pathway

Be resilient and motivated to achieve a qualification alongside employment

Vocational Profiling

Used to gather and assess information about a jobseeker in order to arrive at the best possible match between their aspirations, interests and skills and realistic employment opportunities.

Vocational Profiling is vital to ensure both readiness and suitability to undertake this pathway.

Principles:

- Person-centred approach - assists an individual to make choices and have control over future employment
- Identifies training, support needs and/or reasonable adjustments that need to be made
- Should be frequently reviewed particularly if new experiences occur that are relevant to work
- Where an EHCP is in place, a Vocational Profile should be in keeping with the work aspirations





Current:

- Inclusive Apprentices employed within ECC
- Customer Service Level 2 standard started Dec 2020
- Two- year amended Apprenticeship (18.5 hours p/w)
- £8.20 per hour (National Living Wage)
- Job Coach support

In Progress:

- Property Maintenance Operative Level 2 (Social Care)
- Property Maintenance Operative Level 2 (Plumbing)
- BA Level 3 (ECC)
- Community Activator Sports Coach Level 2 (School setting)
- Professional Hairdressing Level 2 (coming soon)

Sustainability of Inclusive Apprenticeships

- Working alongside the Essex Provider Network (combination of 40 training providers) that effectively collaborate
- Over 330 standards at Level 2 and 3 across 15 sectors
- Social Values (D&I, Disability Confident)
- Business flexibility supporting Inclusive Apprenticeships in a COVID-19 world
- Marketing documents to support employers, individuals and training providers

Funding up to £3,000*

- £2,000 (16-24)
- £1,500 (24+)
- An additional £1,000 for individuals (19-24 who have an Education, Health and Care Plan)

Up to March 2021



Targeted Employment Team

The team will work across organisational boundaries and are passionate to support SEND jobseekers on their journey into employment, ensuring their vocational aspirations are heard in order to have a bright ambitious future moving into the 21st century job market

Targeted Employment

SEND Strategy and Innovation

For more info: targetedemployment@essex.gov.uk

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